

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION & LABOR RELATIONS BULLETIN –

Date: June 21, 2004

Locator No: OSER-0035- CLR/PP

Subject: Processing FY 2004-05 General Wage Adjustments (Effective June 27, 2004), Annualized General Wage Adjustments, General Wage Adjustment Payments and Other Adjustments for Certain Nonrepresented Employees

This information will assist appointing authorities in determining and processing:

- The FY 2004-05 General Wage Adjustment (GWA);
- The FY 2004-05 Annualized GWA Payment;
- The FY 2004-05 \$250 GWA Lump Sum Payment;
- The FY 2004-05 Supplemental Pay Revisions;
- The FY 2004-05 Funded Discretionary Compensation Payment; and
- The FY 2004-05 Parity Adjustments.

These adjustments are granted to eligible nonrepresented classified and unclassified employees in accordance with the applicable provisions of Sections A, B, C, J and K of the 2003-05 Compensation Plan.

SECTION I. COVERAGE UNDER THIS BULLETIN

A. Covered Classified Employees.

All nonrepresented permanent (**employment types 01, 02 and 06**) and project (**employment type 05**) employees are covered by this bulletin *except* trainees eligible for scheduled trainee increases and craftworker-related employees (craftworker supervisors, shop supervisors, the crafts operations manager, and project craftworkers).

NOTE: See Section A, 4.08 of the 2003-05 Compensation Plan for pay rates of craftworker-related employees.

B. Covered Unclassified Employees

All indefinite-term GSEG, ESG and Non-ESG employees described in Sections B, 3.01 (1) through (3) of the 2003-05 Compensation Plan are covered by this bulletin.

SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

A. Covered Classified Employees

Pursuant to Section I, 4.01 of the 2003-05 Compensation Plan, multiple pay adjustments that are effective June 27, 2004, will be applied in the following order:

Use FY 2003-04 pay schedules for adjustments 1 through 12:

1. Completion of the first 6 months of a probationary/trial period adjustment;
2. Reallocation/regrade adjustment;
3. Reclassification/regrade adjustment;
4. Progression adjustment provided under Section A, 2.05 of the Compensation Plan;
5. Promotion;
6. Career executive movement to a higher class;
7. Demotion;
8. Career executive reassignment or voluntary movement to a lower class;
9. Transfer;
10. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range;
11. Reinstatement;
12. Restoration;

Use maximums of FY 2004-05 pay schedules for adjustment 13:

13. FY 2004-05 General Wage Adjustment;

Use FY 2004-05 pay schedules for adjustment 14 through 17:

14. Implementation of the FY 2004-05 pay schedules;
15. Establishment of a raised minimum rate (RMR);
16. Discretionary Compensation Adjustment (DCA);
17. Parity Adjustment;
18. Original appointment.

NOTE: For project employees in classifications allocated to represented pay schedules, use the applicable pay range of the represented pay schedule for the above adjustments.

B. Covered Unclassified Employees

1. Multiple pay adjustments with the same effective date will be applied in an order consistent with the order of pay adjustments for analogous transactions in the classified service.
2. The only pay adjustments permitted for covered unclassified employees are those authorized in the compensation plan.

SECTION III. FY 2004-05 GENERAL WAGE ADJUSTMENTS (GWA) AND ANNUALIZED GWA PAYMENTS FOR ALL COVERED CLASSIFIED EMPLOYEES

A. FY 2004-05 GWA

1. **Effective Date.** The GWA is effective June 27, 2004, for employees on biweekly payroll systems.
2. **Eligibility.**
 - a. **Eligible.** Except as specified in b., below, all covered classified employees in pay status on June 27, 2004, are eligible to receive a GWA.
 - b. **Ineligible.**
 - (1) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the period from July 1, 2003 through June 26, 2004.
 - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from July 1, 2003 through June 26, 2004.

NOTE: Performance evaluations are required for both represented and nonrepresented classified subordinate staff. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. For assistance with case-by-case determinations, contact Paul Ostrowski, Office of State Employment Relations (OSER) Division of Compensation and Labor Relations, (608) 267-0343.

- (3) Any employee paid at or above the FY 2004-05 pay range maximum. (Refer to the FY 2004-05 pay schedules attached to this bulletin.)
3. **Amount.**
 - a. Subject to b. below, each eligible employee will be granted a GWA in an amount equal to 1.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2004-05 pay range maximum. All employees receiving the 1.0% GWA, will receive an additional GWA of \$0.100 per hour, also subject to the FY 2004-05 pay range maximum. (Refer to the FY 2004-05 pay schedules attached to this bulletin.)
 - b. No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.
4. **Ineligibility Due to Performance.** Any employee who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.

5. **Grievances.** An employee who is dissatisfied with the result of the GWA distribution process may file a grievance under the procedure set forth in s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to OSER within 14 days of the decision. OSER Contact Person: Paul Ostrowski, (608) 267-0343.

B. Annualized GWA Payment

1. **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after the effective date of the FY 2004-05 GWAs.
2. **Eligibility.** Any covered classified employee will receive an Annualized GWA Payment if either of the conditions described under a. or b. below, apply:
 - a. The employee was not eligible to receive a GWA solely because the employee's base pay was at or above the FY 2004-05 pay range maximum.
 - b. The employee did not receive the full GWA amount (i.e., 1.0% of base pay plus \$0.100 per hour) because of the pay range maximum limitation.
3. **Amount.** The amount of an employee's Annualized GWA Payment is subject to the following limitations:
 - a. For employees who qualify because of the condition described in 2.a., above, the hourly amount used in calculating an Annualized GWA Payment will equal 1.0% of the employee's base pay plus \$0.100 per hour.
 - b. For employees who qualify because of the condition described in 2.b., above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 1.0% of the employee's base pay plus \$0.100 per hour (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
4. **Calculating Annualized GWA Payments.** To calculate an employee's Annualized GWA Payment, multiply the hourly amount that is appropriate for the employee, in accordance with 3., above, by 2088. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) status on June 27, 2004.

C. Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence. Any employee who is on an approved unpaid leave of absence (LOA) on June 27, 2004, and who qualifies for an Annualized GWA Payment will receive such payment subject to the following restrictions:

1. The employee must return from the LOA to pay status by June 25, 2005, *and* the employee's restoration right must be derived from a position covered by this bulletin.
2. The employee will not receive the Annualized GWA until the employee returns to pay status.
3. The hourly amount used in the calculation of the employee's Annualized GWA Payment will equal the amount determined under B., of this section.

D. FY 2004-05 Pay Schedule Implementation. After application of the pay adjustments described in A. through C., above, the FY 2004-05 pay schedules (Attachments A-C) will be implemented. Any employee (except trainees) serving the first six months of any type of probationary period, whose base pay rate falls below the new minimum of the applicable pay range will have his or her base pay rate adjusted to the new minimum.

SECTION IV. FY 2004-05 GENERAL WAGE ADJUSTMENTS AND ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS FOR CERTAIN UNCLASSIFIED “NON-ESG” ATTORNEY POSITIONS

A. Covered Employees (NOTE: Hereafter, the phrase *covered attorneys* will be used to indicate the employees covered by this section of the bulletin.)

1. Employees appointed on other than an LTE basis to deputy district attorney positions.
2. Employees appointed on other than an LTE basis to assistant state public defender attorney positions.
3. Employee appointed to the attorney position established under s. 569.015(2), Wis. Stats.

B. FY 2004-05 GWA

1. **Effective Date.** The GWA is effective June 27, 2004, for covered attorneys on biweekly payroll systems.
2. **Eligibility.**
 - a. **Eligible.** Except as specified in b., below, all covered attorneys in pay status on June 27, 2004, are eligible to receive a GWA.
 - b. **Ineligible.**
 - (1) Covered attorneys whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the period from July 1, 2003 through June 26, 2004.
 - (2) Supervisors who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the period from July 1, 2003 through June 26, 2004.

NOTE: Performance evaluations are required for both represented and nonrepresented subordinate staff. For purposes of the GWAs for covered attorneys, the requirements of Chapter ER 45, Wis. Adm. Code, will apply to all covered attorneys. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. For assistance with case-by-case determinations, contact Paul Ostrowski, OSER, Division of Compensation and Labor Relations, (608) 267-0343.

- (3) Any employee paid at or above the FY 2004-05 pay range maximum. (Refer to Pay Schedule 71 for FY 2004-05, attached to this bulletin.)

NOTE: Effective July 1, 2001, unclassified “Non-ESG” attorneys are paid using broadbanded Pay Schedule 71. They are be subject to the pay on appointment provisions of Section I, 4.04, and the DCA provisions of Section J, of the 2003-2005 Compensation Plan.

3. Amount.

- a. Subject to b. below, each eligible employee will be granted a GWA in an amount equal to 1.0% of the employee’s base pay rate immediately preceding the GWA,

subject to the FY 2004-05 pay range maximum. All employees receiving the 1.0% GWA, will receive an additional GWA of \$0.100 per hour, also subject to the FY 2004-05 pay range maximum. (Refer to the FY 2004-05 pay schedules attached to this bulletin.)

- b.** No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.
- 4. Ineligibility Due to Performance.** Any covered attorney who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the covered attorney's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.
- 5. Grievances.** A covered attorney who is dissatisfied with the result of the GWA distribution process may file a grievance under the procedure set forth in s. 230.12(5)(e), Wis. Stats. The decision of the appointing authority is final and may not be appealed. Agencies must submit a copy of each grievance filed and the written decision of the appointing authority to OSER within 14 days of the decision.
OSER Contact Person: Paul Ostrowski, (608) 267-0343.

C. Annualized GWA Payment

- 1. Granting Date.** Annualized GWA Payments provided to covered attorneys will be granted as soon as administratively feasible after the effective date of the FY 2004-05 GWAs.
- 2. Eligibility.** Any covered attorney will receive an Annualized GWA Payment if either of the conditions described under a. or b., below, apply:
 - a.** The covered attorney was not eligible to receive a GWA *solely* because the employee's base pay was at or above the FY 2004-05 pay range maximum.
 - b.** The covered attorney received a GWA, but because of the pay range maximum limitation, the amount of the GWA was less than the appointing authority would have otherwise granted the covered attorney.
- 3. Amount.** The amount of a covered attorney's Annualized GWA Payment is subject to the following limitations:
 - a.** For covered attorneys who qualify because of the condition described in 2.a., above, the hourly amount used in calculating an Annualized GWA Payment will equal 1.0% of the employee's base pay plus \$0.100 per hour.
 - b.** For covered attorneys who qualify because of the condition described in 2.b., above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 1.0% of the employee's base pay plus \$0.100 per hour (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
- 4. Calculating Annualized GWA Payments.** To calculate a covered attorney's Annualized GWA Payment, multiply the hourly amount that is appropriate for the covered attorney, in accordance with 3., above, by 2088. Annualized GWA Payments will be prorated

for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) status on June 27, 2004.

SECTION V. FY 2004-05 GENERAL WAGE ADJUSTMENTS FOR COVERED UNCLASSIFIED EMPLOYEES OTHER THAN CERTAIN "NON-ESG" ATTORNEY POSITIONS

FY 2004-05 GWA

- 1. Effective Date.** The General Wage Adjustments (GWAs) are effective June 27, 2004, for employees on biweekly payroll systems.
- 2. Eligibility.**
 - a. Eligible.** Except as specified in b., below, all covered unclassified employees in pay status on June 27, 2004, are eligible to be considered for a GWA.
 - b. Ineligible.** Any employee paid at or above the applicable 2004-05 pay range maximum. (Refer to the FY 2004-05 pay schedules attached to this bulletin.)
- 3. Amount.**
 - a.** Subject to b. through e. below, each eligible employee will be granted a GWA in an amount equal to 1.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2004-05 pay range maximum. All employees receiving the 1.0% GWA, will receive an additional GWA of \$0.100 per hour, also subject to the FY 2004-05 pay range maximum. (Refer to the FY 2004-05 pay schedules attached to this bulletin.)
 - b.** ESG and GSEG employees must be paid at least the FY 2004-05 pay range minimum. (Refer to Attachments C and D - FY 2004-05 Pay Schedules 90 and 95.)
 - c.** No employee may, during any fiscal year, receive a total cumulative adjustment (GWA) exceeding a total of ten percent (10.0%) of the employee's base pay immediately prior to the application of the earliest fiscal year adjustment.
 - d.** No employee, except an employee in a GSEG position, may receive an increase that causes the employee's pay to equal or exceed the salary paid the Governor (i.e., \$131,768).

SECTION VI. FY 2004-05 \$250 GWA LUMP SUM PAYMENT

Except for those unclassified employees in positions listed in s. 20.923(16), Wis. Stats., employees in pay status on June 27, 2004, who receive a base-building GWA or an Annualized GWA will also receive a GWA lump sum payment of \$250.00, prorated based on their budgeted FTE on that date, to be paid as soon as administratively feasible after that date. Employees **not** eligible under the 2003-05 Compensation Plan (i.e., in positions are listed in s. 20.923(16), Wis. Stats.) are:

- Constitutional officers and elected officials in s. 20.923(2), Wis. Stats.
- Agency heads and other positions in s. 20.923(4), Wis. Stats.
- All unclassified division administrators

- Director and executive assistant of the Wis. Technical College System in s. 20.923(7), Wis. Stats.
- Deputies
- Executive assistants
- Employees of the Office of the Governor in s. 20.923(10), Wis. Stats.
- Department of Regulation and Licensing division administrators and bureau directors appointed under s. 440.04(6), Wis. Stats.

An employee on unpaid leave of absence, except one on military leave, must return to pay status before June 26, 2005, to be eligible for the lump sum payment the employee would have received on June 27, 2004, had the employee been in pay status on that date. An employee on military leave may receive the lump sum payment even if the restoration is on or after June 26, 2005.

SECTION VII. FY 2004-05 SUPPLEMENTAL PAY SCHEDULE FOR BOARD CERTIFICATION AND BOARD CERTIFICATION ELIGIBILITY

The schedule of supplemental pay amounts for Board Certification and Board Certification Eligibility that takes effect June 27, 2004, is provided below:

FY 2004-05 Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility

| Classification (Pay Range) | June 27, 2004 – June 25, 2005 | |
|---|------------------------------------|----------------------|
| | Board Certification Eligibility | Board Certification |
| Physician Mgt (50-51) Physician Supv (50-51) | NTE - \$5.87/hr. | \$8.80 - \$17.60/hr. |
| Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52) | NTE - \$6.40/hr. | \$9.60 - \$19.20/hr. |

SECTION VIII. FY 2004-05 SUPPLEMENTAL PAY SCHEDULE FOR SUPERVISORY AND MANAGEMENT RESPONSIBILITY FOR PATIENT TREATMENT-RELATED EMPLOYEES

The following schedule lists the supplemental pay amounts for Supervisory and Management Responsibility that takes effect June 27, 2004:

FY 2004-05 Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility

| Classification (Pay Range) | June 27, 2004 – June 25, 2005 | |
|---|-------------------------------|------------------------------|
| | Supervisory Responsibility | Management Responsibility |
| Dentist Supv (50-50) | NTE - \$4.80/hr. | NTE - \$14.40/hr. |
| Physician Mgt (50-51) Physician Supv (50-51) | NTE - \$5.87/hr. | NTE - \$17.60/hr. |
| Psychiatrist Mgt (50-52) Psychiatrist Supv (50-52) | NTE - \$6.40/hr. | NTE - \$19.20/hr. |

SECTION IX. FY 2004-05 FUNDED DISCRETIONARY COMPENSATION PAYMENTS FOR CLASSIFIED EMPLOYEES

Effective June 27, 2004, each agency will generate \$100 per classified employee covered by Section J of the Compensation Plan, subject to a \$1000 minimum and \$3000 maximum total funding per agency. Payments may only be granted to classified employees covered by Section J. See Section J, 2.00(12) of the 2003-2005 Compensation Plan for details.

SECTION X. IMPLEMENTATION OF FY 2004-05 PARITY PROVISIONS IN SECTION K OF THE 2003-2005 COMPENSATION PLAN

Parity increases related to the increases provided in the 2003-2005 collective bargaining agreements that have been enacted shall be granted in accordance with Sections K of the 2003-2005 Compensation Plan (attached).

SECTION XI. REFERRAL OF QUESTIONS

Employee Questions:

Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their Agency Human Resources or Payroll Office directly.

Employer Questions:

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Paul Ostrowski by phone at (608) 267-0343 or by e-mail at paul.ostrowski@oscr.state.wi.us, or Lynn Maulbetsch by phone at (608) 267-5164 or by e-mail at lynn.maulbetsch@oscr.state.wi.us.

Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558

James A. Pankratz, Administrator
Division of Compensation and Labor Relations

PLO

Attachments: Appendix A - Pay Schedule 01
Appendix B - Pay Schedules 50, 56, 70, 71 & 81
Appendix C - Pay Schedule 90
Appendix D - Pay Schedule 95
Appendix E – Section K, 2003-05 Compensation Plan

Attachment A

| PAY SCHEDULE 1: GENERAL NONREPRESENTED | | | | | | | | | |
|---|----------------|----------------|--------------------------|----------------------|-----------------------|----------------|----------------------|----------------|--|
| June 27, 2004 through June 25, 2005 | | | | | | | | | |
| Official Hourly Rate | | | | | Monthly Basis* | | Annual Basis* | | |
| <u>Pay Range</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Within Range Step</u> | <u>8% of Minimum</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Minimum</u> | <u>Maximum</u> | |
| 1-01 | 7.949 | 10.396 | 0.239 | 0.636 | 1,384 | 1,809 | 16,598 | 21,707 | |
| 1-02 | 8.269 | 11.340 | 0.249 | 0.662 | 1,439 | 1,974 | 17,266 | 23,678 | |
| 1-03 | 8.716 | 11.790 | 0.262 | 0.698 | 1,517 | 2,052 | 18,200 | 24,618 | |
| 1-04 | 9.154 | 12.771 | 0.275 | 0.733 | 1,593 | 2,223 | 19,114 | 26,666 | |
| 1-05 | 9.560 | 13.165 | 0.287 | 0.765 | 1,664 | 2,291 | 19,962 | 27,489 | |
| 1-06 | 9.947 | 13.726 | 0.299 | 0.796 | 1,731 | 2,389 | 20,770 | 28,660 | |
| 1-07 | 10.217 | 14.812 | 0.307 | 0.818 | 1,778 | 2,578 | 21,334 | 30,928 | |
| 1-08 | 11.048 | 16.021 | 0.332 | 0.884 | 1,923 | 2,788 | 23,069 | 33,452 | |
| 1-09 | 11.950 | 17.326 | 0.359 | 0.956 | 2,080 | 3,015 | 24,952 | 36,177 | |
| 1-10 | 12.923 | 18.739 | 0.388 | 1.034 | 2,249 | 3,261 | 26,984 | 39,128 | |
| 1-11 | 13.977 | 20.267 | 0.420 | 1.119 | 2,432 | 3,527 | 29,184 | 42,318 | |
| 1-12 | 15.117 | 22.672 | 0.454 | 1.210 | 2,631 | 3,945 | 31,565 | 47,340 | |
| 1-13 | 16.348 | 24.519 | 0.491 | 1.308 | 2,845 | 4,267 | 34,135 | 51,196 | |
| 1-14 | 17.682 | 26.522 | 0.531 | 1.415 | 3,077 | 4,615 | 36,921 | 55,378 | |
| 1-15 | 19.126 | 29.642 | 0.574 | 1.531 | 3,328 | 5,158 | 39,936 | 61,893 | |
| 1-16 | 20.683 | 33.093 | 0.621 | 1.655 | 3,599 | 5,759 | 43,187 | 69,099 | |
| 1-17 | 22.370 | 35.791 | 0.672 | 1.790 | 3,893 | 6,228 | 46,709 | 74,732 | |
| 1-18 | 24.194 | 38.710 | 0.726 | 1.936 | 4,210 | 6,736 | 50,518 | 80,827 | |
| 1-19 | 26.167 | 41.863 | 0.786 | 2.094 | 4,554 | 7,285 | 54,637 | 87,410 | |
| 1-20 | 28.299 | 45.276 | 0.849 | 2.264 | 4,925 | 7,879 | 59,089 | 94,537 | |
| 1-21 | 30.606 | 48.967 | 0.919 | 2.449 | 5,326 | 8,521 | 63,906 | 102,244 | |
| 1-22 | 33.100 | 52.959 | 0.993 | 2.648 | 5,760 | 9,215 | 69,113 | 110,579 | |
| 1-23 | 35.800 | 57.277 | 1.074 | 2.864 | 6,230 | 9,967 | 74,751 | 119,595 | |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

Attachment B

NONREPRESENTED BROADBAND PAY SCHEDULES

Effective June 27, 2004 through June 25, 2005

| <u>Pay Schedule</u> | <u>Pay Range</u> | <u>Official Hourly Rate</u> | | | | | | <u>Monthly Basis*</u> | | <u>Yearly Basis*</u> | |
|-----------------------------|------------------|-----------------------------|------------------------------|------------------------------|----------------|--------------------------|----------------------|-----------------------|----------------|----------------------|----------------|
| | | <u>Minimum</u> | <u>Appointment Maximum 1</u> | <u>Appointment Maximum 2</u> | <u>Maximum</u> | <u>Within Range Step</u> | <u>8% of Minimum</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Minimum</u> | <u>Maximum</u> |
| Patient Treatment-Related | | | | | | | | | | | |
| 50 | 50-50 | 47.994 | 62.443 | na | 76.891 | 1.440 | 3.840 | 8,351 | 13,380 | 100,212 | 160,549 |
| | 50-51 | 58.659 | 76.307 | na | 93.955 | 1.760 | 4.693 | 10,207 | 16,349 | 122,480 | 196,179 |
| | 50-52 | 63.992 | 83.240 | na | 102.488 | 1.920 | 5.120 | 11,135 | 17,833 | 133,616 | 213,995 |
| Law Enforcement | | | | | | | | | | | |
| 56 | 56-01 | 21.304 | 32.006 | na | 42.708 | 0.640 | 1.705 | 3,707 | 7,432 | 44,483 | 89,175 |
| | 56-02 | 17.151 | 21.489 | na | 25.827 | 0.515 | 1.373 | 2,985 | 4,494 | 35,812 | 53,927 |
| Information Systems-Related | | | | | | | | | | | |
| 70 | 70-02 | 23.043 | 36.919 | 42.169 | 50.795 | 0.692 | 1.844 | 4,010 | 8,839 | 48,114 | 106,060 |
| Professional Legal-Related | | | | | | | | | | | |
| 71 | 71-01 | 19.905 | 35.536 | na | 51.167 | 0.598 | 1.593 | 3,464 | 8,904 | 41,562 | 106,837 |
| General | | | | | | | | | | | |
| 81 | 81-01 | 25.958 | 40.235 | na | 55.158 | 0.779 | 2.077 | 4,517 | 9,598 | 54,200 | 115,170 |
| | 81-02 | 23.043 | 36.919 | na | 50.795 | 0.692 | 1.844 | 4,010 | 8,839 | 48,114 | 106,060 |
| | 81-03 | 19.701 | 30.587 | na | 41.473 | 0.592 | 1.577 | 3,428 | 7,217 | 41,136 | 86,596 |
| | 81-04 | 15.117 | 24.238 | na | 33.358 | 0.454 | 1.210 | 2,631 | 5,805 | 31,565 | 69,652 |
| | 81-05 | 11.048 | 18.003 | na | 24.958 | 0.332 | 0.884 | 1,923 | 4,343 | 23,069 | 52,113 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

Attachment C

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

June 29, 2003 through June 25, 2005

| Pay | Official Hourly Rate | | 3% of Minimum** | Monthly Basis* | | Annual Basis* | |
|--------------|-----------------------------|----------------|--------------------------------|-----------------------|----------------|----------------------|----------------|
| | Minimum | Maximum | | Minimum | Maximum | Minimum | Maximum |
| 90-01 | 25.958 | 40.235 | 0.779 | 4,517 | 7,001 | 54,200 | 84,011 |
| 90-02 | 28.035 | 43.455 | 0.842 | 4,878 | 7,561 | 58,537 | 90,734 |
| 90-03 | 30.278 | 46.931 | 0.909 | 5,268 | 8,166 | 63,220 | 97,992 |
| 90-04 | 32.701 | 50.687 | 0.982 | 5,690 | 8,820 | 68,280 | 105,834 |
| 90-05 | 35.318 | 54.743 | 1.060 | 6,145 | 9,525 | 73,744 | 114,303 |
| 90-06 | 38.144 | 59.124 | 1.145 | 6,637 | 10,288 | 79,645 | 123,451 |
| 90-07 | 41.196 | 63.854 | 1.236 | 7,168 | 11,111 | 86,017 | 133,327 |
| 90-08 | 44.492 | 68.963 | 1.335 | 7,742 | 12,000 | 92,899 | 143,995 |
| 90-09 | 48.052 | 74.481 | 1.442 | 8,361 | 12,960 | 100,333 | 155,516 |
| 90-10 | 51.897 | 80.441 | 1.557 | 9,030 | 13,997 | 108,361 | 167,961 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

Attachment D

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective June 27, 2004 through June 26, 2005

| Pay Range | Official Hourly Rate | | Monthly Basis* | | Annual Basis* | | |
|----------------------|-----------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | <u>Minimum</u> | <u>Maximum</u> | <u>3% of Minimum**</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Minimum</u> | <u>Maximum</u> |
| 95-01 | 37.931 | 66.480 | 1.138 | 6,600 | 11,568 | 79,200 | 138,811 |
| 95-02 | 50.574 | 88.605 | 1.518 | 8,800 | 15,418 | 105,599 | 185,008 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

SECTION K - PARITY PROVISIONS FOR CERTAIN NONREPRESENTED EMPLOYEES
AFFECTED BY 2003-2005 COLLECTIVE BARGAINING AGREEMENTS

1.00 Coverage

2.00 Parity Adjustments

- 2.01 Eligibility
- 2.02 Required Market Adjustments
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- 2.04 Agency Market Adjustments

1.00 Coverage

The provisions of this Section (Section K) apply to permanent or project employees in the classified service who are not covered by a collective bargaining agreement:

- (1) A “**permanent employee**” is a person who is an employee as a result of an appointment to a position in which permanent status can be attained, whether or not the employee has attained permanent status.
- (2) A “**project employee**” is a person who is an employee as a result of an appointment to a project position under conditions of employment that do not provide for attainment of permanent status.

2.00 Parity Adjustments

2.01 Eligibility

- (1) Except for employees specified in (a) through (d), below, any employee in a position allocated to a classification listed in 2.02 through 2.04 of this Section (Section K) who is in pay status on the effective date indicated for a parity adjustment is eligible to be considered for that particular adjustment.
 - (a) FY 2003-2004 parity:
 - 1. Any employee whose performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 28, 2003.

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2. Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 28, 2003.
- (b) FY 2004-05 parity:
1. Any employee that did not qualify for a FY 2004-2005 General Wage Adjustment because his or her job performance was rated below satisfactory as a result of a formal performance evaluation conducted in the 12-month period ending June 26, 2004.
 2. Any supervisor who has not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, within the 12-month period ending June 26, 2004.
- (c) Any employee paid at or above the pay range maximum.
- (d) All parity adjustments granted are subject to the applicable pay range maximum.
- (2) Permanent and project employees in positions allocated to other nonrepresented classifications in the classified service if such positions provide technical supervision, spend the majority of their time in, or are primarily responsible for the duties performed by the employees receiving market adjustments under a 2003-2005 collective bargaining agreement. **Such positions will be included only upon an agency's recommendation and OSER's approval.**
- (3) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to this Section (Section K).

NOTE: The parity base pay rate adjustments provided under this Section (Section K) may be considered when determining pay on reinstatement or restoration in accordance with the applicable provisions relating to pay on reinstatement or restoration under Section I, 4.07 and 4.08 of this Plan. The base pay rate adjustments provided under 2.02 **shall** be considered when determining pay on restoration.

NOTE: The parity adjustments provided under this Section (Section K) will be applied in the order set forth below, and after adjustments listed in Section I, 4.01 of this plan, except original appointment.

2.02 Required Market Adjustments

- (1) Effective Date. The market adjustments will be effective on applicable date provided in (4), below.

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- (2) Amount. An eligible employee will receive the amount designated in (4), below (based on full years of seniority as indicated, when applicable)
- (3) Funding.
 - (a) Each eligible employee in pay status on the effective date will generate the amount provided in (4), below.
 - (b) Any funds that are not distributed on the effective date will remain unspent.
 - (c) Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.

(4) Market Adjustments

(a) Effective June 27, 2004

- 1) Any employee in pay status on June 27, 2004, whose position is allocated to one of the classifications listed below, will receive a lump sum payment of \$2,400.00, prorated by FTE on that date. The lump sum payment will be paid as soon as administratively feasible after June 27, 2004.

| Class Code | Classification |
|-------------------|---------------------------------------|
| 37520 | Dietetic Services Dir. |
| 38330 | Director of Nursing |
| 38250 | Health Services Nursing Coord. |
| 38430 | Nursing Administrator |
| 38370 | Nurse Practitioner Mgt. |
| 38320 | Nursing Supv. |
| 40620 | Public Health Education Supv. |
| 38760 | Public Health Nursing Coord. |
| 40530 | Public Health Nutrition Section Chief |
| 39720 | Therapist Supv. |
| 39780 | Therapy Program Supv. |

| 2) | Class Code | Classification | Per Hour Increase |
|-----------|-------------------|------------------------------|--------------------------|
| | 38370 | Nurse Practitioner-Mgt. | \$1.550 |
| | 38760 | Public Health Nursing Coord. | \$1.550 |

- 3) Any employee in pay status on June 27, 2004, whose position is allocated to a classification listed below, will receive an increase of 0.5% of the employee's base pay rate, subject to the applicable pay range maximum. This increase will be granted after any other parity adjustment granted on June 27, 2004.

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| Class Code | Classification |
|-------------------|---------------------------------------|
| 37520 | Dietetic Services Dir. |
| 38330 | Director of Nursing |
| 38250 | Health Services Nursing Coord. |
| 38430 | Nursing Administrator |
| 38370 | Nurse Practitioner Mgt. |
| 38320 | Nursing Supv. |
| 40620 | Public Health Education Supv. |
| 38760 | Public Health Nursing Coord. |
| 40530 | Public Health Nutrition Section Chief |
| 39720 | Therapist Supv. |
| 39780 | Therapy Program Supv. |

- 4) Any employee in pay status on June 27, 2004, whose position is allocated to the classification of Psychologist Manager (class code 55270) will receive an increase of \$1.900, subject to the applicable pay range maximum.

(b) Effective December 26, 2004

| Class Code | Classification | Per Hour Increase |
|-------------------|------------------------------|--------------------------|
| 38370 | Nurse Practitioner-Mgt. | \$1.050 |
| 38760 | Public Health Nursing Coord. | \$1.050 |

2.03 Optional Market Adjustments

- (1) Effective Date. The optional market adjustments will be effective on the applicable date provided in (4), below.
- (2) Amount. Appointing authorities may grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2003-2005 collective bargaining agreements. **Criteria for distribution of these market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
- (3) Funding.
- (a) Subject to (b) through (e), below, on the effective date designated in (4), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed. A single fund will be created separately for each of the 2 groupings in 4(a) and 4(b), below, for distribution as optional market adjustments within each specific grouping only.
- (b) Funds generated have no bearing on the rights of individual employees to these funds.

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- (c) Any funds that are not distributed on the effective date will remain unspent.
- (d) Costs of pay adjustments will be supplemented under the authority of s. 20.865, Wis. Stats., subject to the availability of funds for this purpose as determined by the secretary of the Department of Administration.
- (e) Funds generated for distribution in (4), below, may not be combined with the parity funds provided for distribution in any other section of this Plan.

(4) Market Adjustment Generation.

(a) Effective June 27, 2004

| 1) | Class Code | Classification | Per Hour Generation |
|----|-------------------|-------------------------------------|----------------------------|
| | 37520 | Dietetic Services Dir. | \$1.550 |
| | 38330 | Director of Nursing | \$2.200 |
| | 38250 | Health Services Nursing Coord. | \$1.550 |
| | 38430 | Nursing Administrator | \$2.200 |
| | 38320 | Nursing Supv. | \$2.200 |
| | 40620 | Public Health Education Supv. | \$1.550 |
| | 40530 | Public Health Nutrition Sect. Chief | \$1.550 |
| | 39720 | Therapist Supv. | \$1.550 |
| | 39780 | Therapy Program Supv. | \$1.550 |

| 2) | Class Code | Classification | Per Hour Generation |
|----|-------------------|--------------------------|----------------------------|
| | 52210 | Psychologist Chief | \$1.900 |
| | 52240 | Psychologist Supv. | \$1.900 |
| | 52250 | Psychologist Supv.-Mgmt. | \$1.900 |

(b) Effective December 26, 2004

| 1) | Class Code | Classification | Per Hour Generation |
|----|-------------------|----------------------------------|----------------------------|
| | 51560 | Assistant Corrections Unit Supv. | \$0.200 |
| | 51880 | Corrections Field Supv. | \$0.200 |
| | 51580 | Corrections Unit Supv. | \$0.200 |
| | 32340 | Dentist Mgt. | \$5.300 |
| | 32380 | Dentist Supv. | \$5.300 |
| | 50580 | Ombudsman Svcs. Supv. | \$1.600 |
| | 36540 | Pharmacist Supv. | \$1.250 |
| | 31240 | Physician Mgt. | \$0.850 |
| | 31220 | Physician Supv. | \$0.850 |
| | 31340 | Psychiatrist Mgt. | \$0.850 |
| | 31320 | Psychiatrist Supv. | \$0.850 |

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| 2) | Class Code | Classification | Per Hour Generation |
|----|------------|-------------------------------------|---------------------|
| | 37520 | Dietetic Services Dir. | \$1.050 |
| | 38330 | Director of Nursing | \$2.350 |
| | 38250 | Health Services Nursing Coord. | \$1.050 |
| | 38430 | Nursing Administrator | \$2.350 |
| | 38320 | Nursing Supv. | \$2.350 |
| | 40620 | Public Health Education Supv. | \$1.050 |
| | 40530 | Public Health Nutrition Sect. Chief | \$1.050 |
| | 39720 | Therapist Supv. | \$1.050 |
| | 39780 | Therapy Program Supv. | \$1.050 |

(c) Effective April 3, 2005

| Class Code | Classification | Per Hour Generation |
|------------|---------------------------|---------------------|
| 51520 | Corrections Program Supv. | \$1.500 |
| 53480 | Exp. Recreation Supv. | \$1.500 |

2.04 Agency Market Adjustments

- (1) Effective Date. The agency market adjustments will be effective on the applicable date provided in (4), below.
- (2) Amount. Appointing authorities will grant market adjustments to eligible employees affected by pay compression or inequities resulting from the negotiated adjustments provided to represented subordinate or counterpart employees covered by the 2003-2005 collective bargaining agreements. **Criteria for distribution of the discretionary market adjustments will be applied in a uniform manner throughout the agency or employing unit.**
- (3) Funding.
 - (a) Subject to (b) through (e), below, on the effective date designated in (4), below, agencies will generate the amount indicated for each employee in positions allocated to the classifications listed.
 - (b) Funds generated have no bearing on the rights of individual employees to these funds.
 - (c) Any funds that are not distributed on the effective date will remain unspent.
 - (d) Costs of pay adjustments will NOT be supplemented under the authority of s. 20.865, Wis. Stats., and the agency providing any adjustment will be required to providing the necessary funding.

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- (e) Funds generated for distribution in (4), below, may not be combined with the discretionary parity funds provided for distribution in any other section of this Plan.

(4) Agency Market Adjustment Generation.

Effective December 28, 2003

Any employee in pay status on December 28, 2003, whose position is allocated to a classification listed below, will receive an adjustment equal to 1.5% of the employee's base pay rate, subject to the applicable pay range maximum.

| Class Code | Classification |
|-------------------|---------------------------------------|
| 37520 | Dietetic Services Dir. |
| 38330 | Director of Nursing |
| 38250 | Health Services Nursing Coord. |
| 38430 | Nursing Administrator |
| 38370 | Nurse Practitioner Mgt. |
| 38320 | Nursing Supv. |
| 40620 | Public Health Education Supv. |
| 38760 | Public Health Nursing Coord. |
| 40530 | Public Health Nutrition Section Chief |
| 39720 | Therapist Supv. |
| 39780 | Therapy Program Supv. |